

HOUSE JOINT RESOLUTION 520

By Forgety

A RESOLUTION to direct the Tennessee Department of Education to follow through and fulfill its publically stated plan to provide multiple opportunities for feedback and future revision of the Tennessee Educator Acceleration Model (TEAM) in 2012.

WHEREAS, the Tennessee Department of Education established the Tennessee Educator Acceleration Model (TEAM) to provide a framework for teachers and principals to work together to ensure that students benefit from the best possible instruction every day; and

WHEREAS, further, the department has stated that the new evaluation system would give educators the feedback and support they need to do their best work in the classroom, and equip principals with the tools needed to be effective instructional leaders and build strong instructional teams for their schools; and

WHEREAS, in establishing the program, the department stated that it would be offering multiple opportunities to provide feedback about TEAM and that stakeholders would play an important role in refining the new system in the months and years ahead; and

WHEREAS, on its First to the Top website, the Tennessee Department of Education has stated that it is imperative that it hear about teachers' experiences with TEAM, including the level of feedback and development opportunities being provided and the impact on instructional approaches; and

WHEREAS, the website also states that the department will pursue feedback from principals as to their experience using TEAM to drive teacher development and impact student performance, from directors of schools as to their experience of implementation at the local level, and from parents as to what changes they are seeing in their schools through the implementation of the new system; and

WHEREAS, according to the department's website, feedback will be collected from stakeholders through multiple methods. The Tennessee Consortium on Research, Evaluation and Development (TN CRED) is partnering with the department in this feedback collection process, launching a statewide survey (Spring 2012) as well as conducting focus groups throughout the year. In addition, the Commissioner and the leadership staff of the Department of Education will be traveling across the state to meet with stakeholders throughout the year; and

WHEREAS, the website also states that teachers' on-the-ground experiences will play a key role in forming the recommendations for refinement of the evaluation system as all teachers will be invited to complete a survey about TEAM and the benefits and challenges they experience through the first year of implementation. In addition to the survey, smaller groups of teachers will be brought together to participate in focus groups throughout the year and as the Commissioner travels across the state, he will speak with teachers about TEAM and the realities of implementation; and

WHEREAS, the website also provides that all school leaders will be invited to complete a survey about their experience with TEAM implementation. In addition, smaller groups of principals will be brought together to participate in focus groups multiple times throughout the year. Department of Education leadership will conduct monthly meetings and/or webinars to provide updates and hear outstanding concerns and challenges directly from principals and as the Commissioner travels across the state, he will speak with principals about TEAM and its effectiveness in supporting better instructional leadership; and

WHEREAS, the website states that the Superintendent Study Council will continue to be a forum for Directors of Schools to express successes, challenges and concerns about TEAM in their schools and as the Commissioner travels across the state, he will be speaking with district leaders to hear about TEAM and the implementation experience; and

WHEREAS, additionally, the leadership of the Department of Education will conduct monthly meetings and/or webinars to provide updates and hear Directors' of Schools outstanding concerns and challenges. All district leaders will also be invited to complete a

survey about their experience with TEAM, and smaller groups of administrators will be brought together to participate in focus groups multiple times through the year as the Directors' of Schools input will offer unique views of district-wide implementation successes and challenges, pointing to areas needing revision to better support the goals of TEAM; and

WHEREAS, according to the department's website, small groups of parents will be invited to participate in focus groups throughout the year as the Department of Education is interested in gathering information from parents about what changes they are seeing in their schools as a result of the introduction and implementation of TEAM; and

WHEREAS, the Department of Education's nine state trainers hired to provide support and ongoing training for districts will be in close contact with the department's leaders to share the successes and challenges of implementing TEAM on-the-ground; and

WHEREAS, after receiving the feedback the Department of Education states that it will work with TN CRED to analyze the data collected through all feedback vehicles: focus groups, surveys and meetings with departmental leaders. Key findings will be developed through a comprehensive analysis of all of these data points and additionally, an advisory group of departmental staff will use these findings to inform recommendations for TEAM revisions; and

WHEREAS, the departmental advisory group will be made up of Department of Education leaders who are integral players in the design and implementation of educator effectiveness policies. Members will include staff with expertise in several relevant fields, including instruction, assessment, data, legal and policy issues. In addition, several Directors of Schools will contribute to the review of the data and final recommendations for revisions to TEAM; and

WHEREAS, as stated on the website, the Department of Education Advisory Group will bring recommendations for revisions to TEAM to the Commissioner. Based on the nature of the proposed revisions, the recommendations may also need to be brought to the State Board of Education (SBOE). If that is necessary, the SBOE must then vote to approve these recommendations for the fall of 2012. If an SBOE vote is not required, and the Commissioner approves the recommendations, the department will communicate the revisions to the field as well as plans for any needed training to launch the changes for fall 2012; now, therefore,

BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE ONE HUNDRED SEVENTH GENERAL ASSEMBLY OF THE STATE OF TENNESSEE, THE SENATE CONCURRING, that the Tennessee Department of Education is hereby directed to follow through and fulfill its publically stated plan to provide multiple opportunities for feedback and future revision of the Tennessee Educator Acceleration Model (TEAM) in 2012.

BE IT FURTHER RESOLVED, that the Tennessee Department of Education shall report to the Education Committees of the House of Representatives and the Senate by February 2, 2012, as to the number of meetings that it has conducted, the number of meetings that it has planned, the amount of feedback that it has received and the progress that it has made on refining the Tennessee Educator Acceleration Model (TEAM). The Department of Education shall report to the Education Committees of the House of Representatives and the Senate by April 1, 2012, as to the changes and refinements that it shall make in TEAM based on the input it has received concerning the model.

BE IT FURTHER RESOLVED, that an appropriate copy of this resolution be prepared for presentation with this final clause omitted from such copy.